

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**Veterans Benefits Administration**

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					2014
Complaint Activity	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Number of Complaints Filed in FY 1614.704(a)	143	146	181	155	137	41
Number of Complainants 1614.704(b)	136	138	167	148	130	41
Repeat Filers 1614.704(c)	8	10	16	10	7	0

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2014
Complaints by Basis	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Race	215	117	71	57	43	15
Color	15	15	7	2	5	1
Religion	7	12	5	2	3	1
Reprisal	126	109	53	60	47	12
Sex	139	73	57	36	34	16
National Origin	4	1	9	5	9	3
Equal Pay Act	0	0	0	0	0	0
Age	136	106	61	43	29	8
Disability	137	137	75	71	72	22
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					2014
Complaints by Issue	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Appointment/Hire	7	2	6	2	7	0
Assignment of Duties	6	6	10	4	9	2
Awards	2	2	5	1	2	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	<b>31</b>	<b>21</b>	<b>30</b>	<b>20</b>	<b>26</b>	<b>4</b>
Demotion	2	2	3	2	2	0
Reprimand	3	4	8	2	5	0
Suspension	5	4	5	1	10	1
Removal	7	2	5	5	3	1
Other	14	9	9	10	6	2
Duty Hours	2	1	0	4	1	0
Evaluation Appraisal	8	5	8	8	6	1
Examination/Test	0	1	0	0	0	0
<b>Harassment</b>	<b>157</b>	<b>100</b>	<b>83</b>	<b>73</b>	<b>62</b>	<b>17</b>
Non-Sexual	144	98	78	66	59	16
Sexual	13	2	5	7	3	1
Medical Examination	0	1	0	0	0	0
Pay (Including Overtime)	0	4	2	7	7	1
Promotion/Non-Selection	41	31	45	39	22	10
<b>Reassignment</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>2</b>
Denied						
Directed						
Reasonable Accommodation	12	12	29	24	37	13
Reinstatement	0	0	0	0	0	0
Retirement	2	4	2	2	0	0
Termination	21	29	21	12	9	4
Terms/Conditions of Employment	0	3	1	3	4	2
Time and Attendance	15	6	11	9	11	3
Training	5	8	6	8	3	1
Other	31	37	29	19	22	7

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Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		29 CFR §1614.704(f)										Num.	Ave. Days
		Previous Fiscal Year Data											
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	2014	
		2009		2010		2011		2012		2013			
All complaints pending in Investigative Stage	1614.704	27	103	45	107.2	42	111.1	44	127.0	54	171.9	50	140.0
All complaints pending in Final Agency Action Stage	(f) (1)	16	444	14	631.2	26	555.4	28	521.9	16	599.6	15	520.2
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	16	444	13	539.5	23	496.2	26	508.0	13	466.4	14	465.1
Time in Investigation Stage		16	171	13	180.3	23	182.0	26	168.7	13	199.3	14	225.9
Time to issue Final Agency Action		30	82	27	114*	26	*122	35	*187	37	145	6	165
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	93	553	92	599.0	103	560.8	111	596.6	96	731.2	103	737.9
Time in Investigation Stage		93	185	92	177.1	103	183.7	111	179.0	96	197.3	103	211.3
Time to issue Final Agency Action		17	13	15	18	27	11	15	19	20	15	12	18
* This figure includes the average delay getting the file to Department's adjudication office (OEDCA) in VA's Central Office of 31 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 114 days.													

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2014
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	33	21	37	24	26	7
Average days pending prior to dismissal	50.6	46.4	51.1	60.8	49.9	70.6

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2014
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Total Complaints Withdrawn by Complainants	15	10	18	15	1	43

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data										2014	
Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data											
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(i)(1)	3	100%	2	100%	1	100%	5	100%	3	100%	1	100%
Without Hearing 704(i)(2)	1	33%	0	0%	0	0%	2	40%	2	67%	0	0%
With Hearing 704(i)(3)	2	67%	2	100%	1	100%	3	60%	1	33%	1	100%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data										2014	
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data											
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	3	100%	2	100%	1	100%	5	100%	3	100%	1	100%
Race	1	33%	0	0%			1	20%				
Color			0	0%								
Religion			0	0%								
Reprisal			1	50%								
Sex			0	0%	1	100%	2	40%				
National Origin			0	0%					1	33%		
Equal Pay Act			0	0%								
Age	2	67%	1	50%							1	100%
Disability	1	33%	0	0%			3	60%	2	67%		
Non EEO			0	0%								

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data										2014	
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(k)(1)	3	100%	2	100%	1	100%	5	100%	3	100%	1	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment									2	67%		
Non-Sexual							1	20%	2	67%		
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	2	67%	1	50%	1	100%	1	20%			1	100%
Reassignment												
Denied												
Directed												
Reasonable Accommodation	1	33%					3	60%				
Reinstatement												
Retirement												
Termination									2	67%		
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other			1	50%			1	20%				

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data										2014	
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings Without Hearing - 704(k)(2)	1	33%	0	0%	0	0%			2	67%	0	0%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment									2	67%		
Non-Sexual									2	67%		
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation	1	100%					2	67%				
Reinstatement												
Retirement												
Termination									1	33%		
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other							1	100%				

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Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(k)(1)	3		2	100%	1	100%			3	100%	1	100%
Findings After Hearing 704(k)(3)	2	67%	2	100%	1	100%			1	33%	1	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual							1	100%				
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	2	100%	1	100%	1	100%	1	100%			1	100%
Reassignment												
Denied												
Directed												
Reasonable Accommodation							1	33%				
Reinstatement												
Retirement												
Termination									1	100%		
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other			1	100%								



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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2014
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years 704(l)(1)	68	74	88	103	96	173
Total Complainants 704(l)(2)	58	70	79	95	90	163
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	0	0	0	0	1	32
ROI issued, pending Complainant's action	2	0	1	0	0	15
Hearing	57	62	67	81	79	103
Final Agency Action	8	9	14	16	10	15
Appeal with EEOC Office of Federal Operations	1	3	6	6	6	8
*Do not track						

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					2014
Complaint Investigations	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Number Pending Completion of Investigation	27	45	42	44	54	50
Pending Investigations Over Required Time Frames	4	1	0	1	14	11